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New NLRA Regulations

Employee Rights Poster to be Required in Most Workplaces

The National Labor Relations Board ([NLRB](#)) has postponed to January 31, 2012, its mandate that employers covered by the National Labor Relations Act post a workplace notice informing employees of certain rights granted to them under the Act. The notice will also list examples of prohibited employer conduct and state how employees can contact the NLRB to file a complaint.

Compliance with the NLRB's rule will require employers to take one or more of the following measures. An 11" x 17" poster must be displayed in areas where the employer typically posts workplace rules, and an electronic notice will also need to be sent via any medium the employer uses to provide such rules. If at least 20 percent of a company's employees speak a language other than English, the notice must be posted in that language. Where two or more groups speaking languages other than English combine to reach the 20 percent threshold, the company will be required to either post the notice in each language, or in the one spoken by the largest group of employees while providing copies in the other language(s) to the remaining group(s).

A copy of the required notice is available [on the NLRB's website](#), along with a [Frequently Asked Questions page](#). Any company covered by the NLRA (which includes the majority of private-sector employers) that fails to comply with the rule could be found to have violated Section 8(a)(1) of the Act. This may also have implications for future potential unfair labor practice claims against such companies.

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